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JOINT REFERENCE

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"THE GIANT SQUALOR"

IT is a human characteristic, which local government officers share with their masters, the elected representatives and even Cabinet Ministers, to trumpet our successes and ignore or minimise our failures. In reviewing the past record of local government, we point with legitimate pride to the enormous expansion of the health services, the cutting to one-third of the infantile death rate, the addition of twenty years and more to the ordinary citizen's expectation of life, the enormous strides made in education, in housing, in water supply, in transport, in the protective services, and in the provision of municipal and rural amenity. That pride is healthy—so long as it does not blind us to the shortcomings as well as the triumphs of local administration, and encourage a sense of complacency, a feeling that, because we have built many splendid schools, hospitals, clinics, and homes, therefore all must be right with our world.

If there be any so blind and complacent today the recently published report of the Hygiene Committee of the Women's Group on Public Welfare ("Our Towns—a Close-up": Oxford University Press, 5s.) will open their eyes and shatter their dreams.

The "Submerged Tenth"

THIS report is a direct outcome of the evacuation of September, 1939. Many will recall the cry of outraged protest which went up from all parts of the country when one and a quarter million children, mothers, hospital patients, and others, were decanted from the towns into the rural areas. We were told of children who were verminous, ill-clothed, under-nourished, vicious, alien to all decent habits, of mothers who were idle, extravagant, and incapable of managing themselves or their children. Was it true—or was it merely the exaggeration of a few isolated incidents? We had no means of judging and let the outburst subside and be forgotten amid greater excitements.

Not so the National Federation of Women's Institutes. Its members, who had seen and suffered, were not content to let the experience take its place among the other unpleasantnesses of war. The veil had been partly lifted; they determined to sweep it completely aside, to focus a searchlight into the dark places it had so long concealed, and to expose them to the nation. This report is the result.

It makes chastening reading. Though, as is readily admitted, the complaints related to only a small proportion of the evacuees, they were nation-wide and concerned some from every area evacuated. They disclosed the continued existence, despite all our educational, health, and sanitary services, of that "submerged tenth" of the population described by Charles Booth nearly half a century ago—a group which breeds, is born, exists, and dies in conditions of squalid horror many of us thought had vanished with the Middle Ages. We read of children who have never slept in a bed and never eaten at a table, who are sewn into their "underclothes" in the Autumn and not released till the Spring, who regard infestation with vermin as not only natural but a sign of strength, who never use a lavatory by day or night; of mothers who have never cooked a meal nor plied a needle; of families of eight living and sleeping in a single room; of ill-paid, ill-clad, and underfed thousands continuously bled and imposed upon by moneylenders, pawnbrokers, clothing, hire-purchase, and credit club racketeers, vendors of patent medicines and unwholesome foods, and the agents of burial societies, evading or escaping all social agencies, and merely breeding more squalor, vice and crime. The statistics showing the extent of these evils are staggering, the details appalling.

As its title indicates, this report is devoted exclusively to the towns, by comparison with which, it suggests, the countryside is a paradise of cleanliness and virtue. That this is not the whole story is shown by a letter we publish this month from a London member of NALGO whose children, healthy and from a decent home, were decanted first to a "rural slum" in Kent, then to a derelict mining village in South Wales where, he states, one of his boys "was reduced to a shadow of his former robust self and contracted T.B." The country has its black spots as well as the town.

What is to be done about it? Happily the report is as rich in constructive suggestion as it is searching in investigation. First in the list is a thorough reform of local government, with bigger areas, more powerful and effective authorities, a new outlook on community life, and a keener crusading zeal on the part of all concerned in it. "The towns need a different technique of living, which has not yet been fully devised. . . . society has not yet learned how to give the poor in towns economic well-being; to preserve in them the sense of individual consequence; to lend beauty and order to their environment, so that they may not be cut off from the earth, thwarted in their natural cravings and encouraged in shallowness. . . . Whether a system of transitory mayors, supported by a lawyer town clerk and a battery of committees, is best calculated to ensure these things is a matter for urgent consideration . . ."

Coincident with the reform of local government and the abolition of poverty must come a revolution in education and, particularly, a wide extension of nursery schools—"the only agency capable of cutting the slum mind off at the root and building the whole child while yet there is time"—more country school camps, better training in home-making and parenthood. We must have more health centres where the family will be seen and treated as a unit; better health services, with more extensive home visiting; more communal restaurants where the working mother and her family can get a good, cheap meal; more community centres and clubs with facilities for sewing, boot repairing, and domestic carpentry; better houses; more places for play; a vigorous and effective attack on the back-street money-lender, clothing club, and burial society, combined with better methods of providing capital to meet emergencies and supplying good clothing at prices all can afford.

These, and many more suggestions with which the report abounds, present a challenge to local government which it is bound to take up. We may not agree with everything suggested. Some may feel that the indictment demands more than palliatives, that nothing short of a revolution in our whole social and economic system will provide the cure. But whatever our views, the report is one every local government officer must read and consider. It will inspire him with a new zeal to attack a national menace the conquest of which will test all he possesses of intelligence, enthusiasm, and pertinacity.

The Young Delinquent

THOUGH not by any means confined to the "submerged tenth," juvenile delinquency, of which we hear so much today, results from similar causes, and needs similar treatment. Such, at least, is the conclusion of Mr. H. G. Gates, president of the Manchester and District Schoolmasters' Association, who put forward some stimulating ideas on the subject the other day.

Mr. Gates largely rejects the popular view that the present increase in juvenile delinquency is due to the relaxation of parental control, with fathers in the Forces and mothers in the factories. The real cause, he suggests, is prenatal and infantile malnutrition, giving rise to physical defects in the nervous system, and he attributes the present increase to the fact that most of today's delinquents were born in the slump years after 1931. Lack of parental

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control merely provides greater opportunity for the urge, already there, to exercise itself.

Acceptance of this theory will call for a change of treatment. Special schools should be regarded, not as places of punishment, but as clinics and hospitals. To facilitate this, their control should be transferred from the Home Office to the Ministry of Health, the superintendent should be a doctor, and the length of stay should be related not to the gravity of the "crime" committed but to the physical and mental health of the patient and the time needed to provide a cure.

At the same time, Mr. Gates expresses doubts as to the extent of the reported increase in delinquency. Much of it, he believes, is "statistical" only, reflecting an improved technique in prosecution rather than an increase in the number of offences. Moreover, he considers the dice to be loaded today against the poor child, who, unlike the well-to-do child or adult, has little chance of getting legal advice, of testing the evidence of the prosecution, of obtaining rebutting evidence, or of appearing before an unbiased court presided over by a legal expert. To meet these difficulties, he urges that directors of education should be required to defend, through a legal panel, all juveniles brought before the courts, that every child should be given free legal aid, that the evidence of accomplices should be disallowed, and that, where local bias is feared, the defence should be entitled to have the case transferred to the equivalent of quarter sessions.

These are interesting and important proposals and it would be useful to have the views upon them of directors of education, probation officers, and others concerned.

Administrators' Staff College.

THAT branches and members of NALGO are thinking deeply about social and administrative problems, and are striving to encourage wider interest in them, is shown by several recent events. The Metropolitan district area education committee, for example, has held two conferences within the past few weeks—one in conjunction with the Town and Country Planning Association, and the other in conjunction with the Institute of Public Administration and the Institute of Industrial Administration.

At the first, W. R. Davidge, past president of the Town Planning Institute, stressed the importance of London's part in the national plan, and the need for it to be dealt with as a single entity, rather than by 150 separate planning authorities, while W. H. Gaunt, chairman of the town planning committee of Herts C.C., reinforced the call for more joint action by planning authorities and urged the need for early Government decisions on planning policy and greater powers for the local authorities. At the second, devoted to post-entry training for administration, E. S. Byng, vice-chairman of Standard Telephones and Cables, and Prof. Harold Laski agreed on the need for an administrative staff college for all ranks of the public service and for administrators in industry and commerce. Though L. C. White, general secretary of the Civil Service Clerical Association, opposed a staff college, all three speakers agreed on the need to break down present barriers between administrators and the public, Prof. Laski urging that civil servants, local government officers, and B.B.C. staffs should periodically interchange duties. The discussion brought support for the greater use of joint committees of staff and "management" to organise improved methods.

The conferences aroused so much interest that the area education committee is now planning a series of district meetings in different parts of London, for the benefit of groups of branches.

Learning From Our Allies

ANOTHER encouraging development was shown by Leicester branch of NALGO and the East Midland district committee, which, having discovered that among Britain's war-time guests was Lt.-Col. J. O. Convill, now a United States Army Liaison Officer, but in peace-time city manager of Oregon, invited him to address their meetings.

The experiment was an outstanding success; so much so that the district committee has invited Col. Convill to pay it a second visit. He talked brilliantly and with humour for more than an hour, and at the end a bombardment of questions indicated the keen interest his account of the American system had had for his hearers.

After a brief review of Federal and State government, Col. Convill described the three main forms of local administration in the United States—the mayor and council system (similar to our own, but putting greater power in the hands of the mayor); the commission system (under which a group of experts runs the town); and the city manager system, which he considered the best of the three.

The city manager system, he maintained, was the most sensitive type of government yet devised, responding very quickly to public opinion. It was modelled on big business—justifiably, he thought, since local government was a business, perhaps the most important of all—and, since under it the city manager was responsible to the council for every member of the council's staff, and his own position depended largely on the success of his work, he was compelled in his own interests to be always on his toes and to employ the best obtainable officers.

These meetings suggest great possibilities. There must be a number of former local government officers among the American and Dominions forces now in this country, and we can think of no better means by which branches could both educate themselves and help to strengthen inter-Allied ties than by inviting them to their meetings and to a joint discussion of common problems.

A Victory for Women

WOMEN members and—with the possible exception of "Jackass,"—men also will rejoice at the handsome way in which the Government has acceded at last to the pressure of those who have consistently urged equal compensation for civilian war injury. The Association can claim some share in the victory, for as long ago as October, 1941, the N.E.C. sent to the Ministry of Pensions a memorandum calling for what the Government has now belatedly given.

We hope that this concession will be followed by further steps—not least of which would be equality of pay and opportunity in the civil and local government services—towards the full recognition of woman's partnership with man in national life and progress.

The Association is to make a further attempt to secure the removal of another long-standing anomaly this month, when it is sending a deputation to the Minister of Pensions to press for adequate cover for officers injured while engaged on civil defence administrative or organising duties—and who, since they are not regarded as members of the civil defence service, are not at present eligible for "war service injury" compensation.

Spare Time Railway Work

STRANGE as it may seem, there are still some NALGO members with spare time on their hands, and several branches have tried in the past to organise leisure-hour war work for them. Apart, however, from several successful voluntary land clubs, most of these plans seem to have broken down because of the difficulty of fitting in uncertain hours with the rigid timetables of war factories.

A recent suggestion from two members in West London, C. L. Bushnell and C. L. Lindley, of 10, Malbrook Road, Putney, S.W.15, sounds more hopeful. They are trying—with the approval of the Railway Executive Committee—to organise a corps of spare-time workers to help in the evenings or at week-ends on the railways. At present, the work available will be limited to handling parcels at railway depots, but if sufficient keen volunteers come forward, it may be possible to widen their activities. The work will be paid for at normal rates and the only qualifications are keenness and reliability.

For the moment the plan is confined to the London area. But it may be extended to the provinces. Any members interested should get in touch with Messrs. Bushnell and Lindley.

Reconstructing Europe

CORRESPONDENCE prompted by recent comments in these columns on the great part which local government officers might play in the post-war relief and reconstruction of Europe has shown how many members of NALGO are eager to have a hand in this tremendous task. So far, unfortunately, it has not proved possible to make immediate use of more than a few of the many offers of service which have been received—but the opportunity may come later, and in the meantime it would be valuable for those who are interested to be considering what measures will be needed, and how best they might be organised. A series of lectures planned by the Fabian Society for the next two months provides a useful starting-point for those in and near the London area. Titles and probable speakers are:

May 10—*Food for Starving Europe.* (*Dr. John Marrack*).
May 17—*Medical Relief in Europe.* (*Dr. Aleck Bourne*).
May 24—*Re-establishment of Displaced Peoples.* (*Sir Herbert Emerson*).
May 31—*Relief and the Blockade.* (*W. Arnold Forster*).
June 7—*Relief, Reconstruction, and Politics.* (*H. N. Brailsford*).

All the lectures will be given at the Conway Hall, Red Lion Square, London, W.C.1, and further details may be obtained from the Fabian International Bureau, 11, Dartmouth Street, S.W.1.

72 Years in Local Government

WHEN, in December, we re[illegible] he 58 years of unbroken loc[illegible] com-ment service achieved by Mr. W[illegible]vill, clerk to Bawtry parish council, [illegible]ght we had reached the record at last, [illegible]no other would be found to challen[illegible]ow wrong we were! Mr. James Ho[illegible]blic assistance officer to Ayr county co[illegible]ow writes to tell us of a record that [illegible]rely remain unchallenged, even when the [illegible]dge plan puts a premium on prolonged [illegible]e.

John R. Thomson, born on Fe[illegible] 13, 1834 at Strathspey, became a t[illegible] at Cromdale in 1855, when he was 2[illegible]s of age. After five years there he becam[illegible]cher and inspector of the poor at Cow[illegible]gyll-shire, where he remained until 187[illegible]ving up teaching in that year, he spent s[illegible]ears as inspector of the poor at Cam[illegible]own, after which he took over poor law [illegible]other parish council duties in the Island o[illegible]rran. He continued his service in Arran for [illegible]ears, retiring only in 1927, at the age of 93. Mr. Thomson thus set up the record of 72 years of unbroken local government service, 67 of them as inspector of poor.

"A Scot to the core," writes Mr. Howie, "his virility was amazing. He was active almost to the end (he died four months after his retirement), and until he was over 80 his mode of locomotion over long distances was on foot or on horseback. . . . He also found great pleasure in the violin, giving free tuition to the year of his death to all who [illegible]ed to come to him."

ANSWERING YOU

NALGO "Brains Trust" Tackles More Questions

How can we cope with the party caucus? Is Whitleyism any use in the big authority? Should chief officers be excluded from NALGO?—These are the questions answered by the "Brains Trust" this month. Send your query to the "Brains Trust."

Fair Play for Officers

1. The controlling body in many local government areas is not the democratically elected council but a political caucus which, before the council meets, instructs its members how they must vote on every question raised in the council chamber. Not infrequently, when a local authority agrees to hear a deputation from NALGO the caucus will determine its policy before the council has heard the staff's case. Can the Brains Trust suggest any means of overcoming this prejudicial and undemocratic system and ensuring fair play for local government officers?

MR. SIMONDS.—I know of no immediate way of overcoming this caucus system. If it became general it would reduce local government to a mere sausage-machine. The only long-term policy is to educate the electorate—and that will take time.

MR. ROBERTS.—Yes, educate public opinion, that is really the solution.

MR. SIMONDS.—If we can avoid returning to purely party government in national affairs after the war, there is hope that party rule in local government may be wiped out.

MR. MILES.—Personally, I can't see how you can get rid of the caucus so long as you have a party system. The majority party—whichever it may be—will meet to discuss and decide its policy before a council meeting. It is done every day in Westminster; is it surprising that local politicians should follow that example?

Sauce for the Goose . . .

MR. NORTON.—Exactly! And don't we do exactly the same when we meet as a staff side before every Whitley council meeting? I have heard it argued that not to accept the majority decision of one's colleagues on the staff side and to speak against that decision in the Whitley council meeting would be highly undemocratic.

To my mind, the "caucus" is inseparable from the party system. If there weren't an official one, it would develop unofficially—though the groups might then be more numerous. What is there "undemocratic" in men of similar ideas getting together and acting as one body in an effort to further their ideas?

MR. ROBERTS.—Yes, and that is why it appears to me that education in the proper use of the caucus is the way to eliminate the trouble. But, although it would be impossible to prevent members of a political party from meeting to discuss policy, I do think that, in local government, members of the party who are not members of the local authority should have no power to vote at such meetings.

MR. NORTON.—The difficulty, surely, is not the system, but the fact that we have no access to the caucus meeting before it takes its decisions; no official access at least, though sometimes the staff case is "put across" unofficially. The solution—how often one comes back to it!—is the local joint committee on which the staff can first raise its problems, put its case to the authority representatives, and so ensure that when they take the proposals to the caucus meeting the staff point of view will at least be heard by proxy.

What I would like to see is not so much the abolition of the caucus system, which has advantages as well as defects, but a much wider use of the "free vote" in councils—and Parliament too. Far too many problems are converted into political issues which have no relation at all to party politics, and on which a "free vote" would give a much more accurate reflection of public opinion.

MISS HOWIE.—Isn't the questioner exaggerating—". . . how they must vote on *every* question raised in the council chamber"? Were that ever really the fact, and the council just the tool of a particular party—then I should say, purge the council! This can be done only by making the citizen aware of his responsibility and urging him to use his vote to ensure that the right type of people are elected.

MR. HARROD.—I agree with Simonds, the party caucus *is* a serious threat to the democratic foundations of our local government system and, if not checked, may lead to situations similar to those of the "party bosses" in some American cities and even to the establishment of party dictatorships.

The only remedy is public opinion and the common-sense independence of the average Britisher, who believes in the exercise of his own independent mind when he votes. NALGO, through its public relations machinery, should take every opportunity of bringing to the notice of "Everyman" the insidious dangers of this government by the "dictation of an outside body" instead of by the elected representatives of the people.

MR. HARROLD.—I, too, dislike the caucus system as much as the questioner—although, don't forget, it sometimes favours the officers. While it is democratic, it is a stupid way of conducting business, causing parties to come to a decision before they have heard the facts. I would suggest three remedies—first, the development of local joint committees, as urged by Norton; secondly, wherever it is felt that the caucus machinery would be prejudicial, a specific request to the council to treat the question as one for free discussion; and thirdly, greater use of the free vote. I know of at least one local authority in which candidates, before adoption by the local Electors' Association, must sign a declaration that they will act on non-party lines. All matters are thus left to free discussion and individual vote. How far this can be extended depends on the views of the electors and councillors themselves and the extent to which NALGO can influence them.

MR. ALLEN.—The caucus system provides an excellent example of the way in which the autonomy of local authorities may operate against the officer, and during our investigations throughout the country in connection with the national campaign on salaries we found evidence of this sort of thing in every district. The only short answer, in my view, is to go all out for national scales and conditions of service which must be obligatory upon all local authorities, thus removing the conditions of employment of the public official from the cockpit of local party politics. The way towards this goal is hard and difficult, but we are already making excellent progress towards the establishment of a reorganised National Whitley Council which will be recognised by Government departments and *all* local authorities alike. Since we have been able to take recalcitrant authorities to the National Arbitration Tribunal, even the most case-hardened among them have found a wholesome respect for its decisions. NALGO will never hesitate to take this line of action to secure the recognition of national agreements—nor would I hesitate to "black list" any authority which operated in the manner outlined in the question and take it to the tribunal. Let us get on with our national policy and see that it is enforced.

MR. METCALFE.—Yes, whether the caucus operates or not, the surest means of securing fair play for local government officers is for all—permanent or temporary—to join NALGO and, having done that, to elect a branch executive committee which will be constantly watchful and jealous of its responsibilities, and on perceiving an injustice, will not be dissuaded from its duty by political or any other considerations.

A branch executive committee which allows itself to be easily put down by a council or any section of a council when championing a proper cause is not worth its salt. If the branch executive folds up in face of a raw deal for fear of upsetting any caucus, political or otherwise, then it is merely asking for the mixture as before whenever it subsequently makes its representations. I can say from personal experience that the majority of employing authorities, whatever their predominating political hue, have a sneaking regard for an association which is fair in its demands but tenacious withal. My answer to the question can be given in three words—a vigorous NALGO!

For its eighth session, the "Brains Trust" consists this month of:

- **F. H. HARROD, Director of Education at Coventry, and Chairman of the National Executive Council.**
- **C. A. W. ROBERTS, Manager of Walton Hospital, Liverpool, and Senior Vice-President.**
- **H. ALLEN, Senior Clerk, Treasurer's Department, West Riding C.C., and Chairman of the Service Conditions and Organisation Committee.**
- **P. H. HARROLD, Town Clerk of Hampstead; Hon. Solicitor for England, and Chairman of the Law and Parliamentary Committee.**
- **H. NORTON, Assistant Claims Superintendent, Transport Department, Sheffield; Chairman of the Sheffield branch, and a member of Yorkshire District Committee.**
- **T. J. METCALFE, Inspector of Weights and Measures, Smethwick; and Secretary of the Smethwick branch.**
- **M. J. MILES, Education Department, Coventry; and Editor of "Camera Principis," the Coventry branch magazine.**
- **Miss M. HOWIE, Transport Department, Glasgow, and a member of the Executive Committee of the Glasgow branch.**
- **J. SIMONDS, Acting General Secretary of NALGO.**

Questions for the "Brains Trust" should be sent to the Editor, LOCAL GOVERNMENT SERVICE, 27, Abingdon Street, Westminster, London, S.W.1.

Does Whitleyism Always Pay?

2. I am employed by a big authority which has always paid reasonable salaries. What advantage is there to me and my colleagues in having our salary scales determined by a Whitley Council composed very largely of representatives of smaller authorities who express surprise at the high salaries paid by my authority? Would we not do better by individual negotiation, instead of Whitleyism?

MR. ROBERTS.—Except that it is "mighty fine" to be a "big brother," there is not much immediate material advantage to be gained from Whitleyism by the officers of such big authorities. But they most certainly should be interested—for the improvement of conditions in smaller authorities is bound ultimately to increase the efficiency of the larger authorities, which must enhance the status of the officer.

MISS HOWIE.—I suppose it is true to say: "Yes, you would do better by individual negotiation instead of Whitleyism"; but is it not pure selfishness to be a member of NALGO only for what one can get out of it?

MR. NORTON.—In the short run, the answer might be yes; but in the long run, definitely no. One has only to think of the improvements which have followed the establishment

of national scales and national negotiating machinery in other professions to realise that if we could get compulsory national scales now we would all be better off in ten years' time—even if in some cases the immediate effect might be of no advantage.

Personally, having studied the Rushcliffe Committee's report, I am hoping to see a Beaverbrook Committee or something of the kind to consider and report on local government salaries.

MR. METCALFE.—The attitude shown in the question is one of the principal reasons for the slow progress of Whitleyism. The questioner's arguments reveal the bad old habit of shunning the precepts of a movement for the greatest good of the greatest number because there is a danger of being brought down to a common level on a lower plane. Note his artless use of adjectives: his authority has always paid "reasonable" salaries, but the smaller authorities express surprise at the "high" salaries paid by his authority. There, surely, is the *raison d'etre* of Whitleyism—for if his authority is only paying reasonable salaries then, by the same token, the others must be paying unreasonably bad ones.

MR. HARROD.—And there's more to it than that. Individual selfishness is the "original sin"—the fundamental cause of all the evil in the world and of all the injustices from which individuals suffer.

NALGO is a national body and must work for the advantage of the officers in the smallest authority with equal zeal as for those of the largest authorities. As this war has shown that the most powerful nations cannot merely defend their own interests and ignore the just rights and claims of the smaller nations, so the officers of the larger authorities must accept their responsibilities as leaders and combine with their less fortunately placed colleagues to improve conditions for all. This is the essential basis of all trade unionism.

"Unity is Strength"

MR. ALLEN.—The question reveals another view of local autonomy, *in reverse* this time. Each of us has to decide on the principle of national unity, which includes helping those not so favourably placed as the questioner. What, in any case, would happen if his authority decided, as it well might in the event of another economy ramp, to amend its scales and bring them lower than the district or provincial scales? I imagine the branch concerned would quickly call for aid, and rightly so. Let us go all out for national scales and then, if local authorities through local joint committees are so minded, they can improve upon them—but never lose sight of the truest of all statements, that unity is strength. We shall need the help of all large branches, no matter what their conditions of service may be, to help to secure national standards worthy of the service. Every local government officer *is* his brother's keeper.

MR. SIMONDS.—The questioner must not think that a Whitley Council is only concerned with salary scales. As time goes on, the Whitley Councils in the local government service will be called upon to give decisions on many other aspects of service conditions. Taken as a whole, Whitleyism in the service must benefit *every* local government officer. But apart from this general benefit, the high salaries paid by the big authority should tend to raise salaries generally throughout the area.

MR. HARROLD.—Yes, the questioner must remember that employees of big authorities have benefited by the fight put up by and on behalf of the smaller authorities for superannuation rights. And take again the 1931 cuts. The heat and burden of the fight was borne by the "smaller fry," but the employees of the larger authorities shared the benefit. These and other matters should be, and are, properly dealt with under Whitley machinery. Another benefit the questioner gets in coming under the Whitley umbrella is a spiritual one, if he has a conscience to which the motto "Non sibi sed toti" appeals.

MR. METCALFE.—I challenge the statement that Whitley Councils consist very largely of representatives of the smaller authorities. Apart from that, there is plenty of room for the big authority with generous or even reasonable proclivities, and it is the questioner's duty to help persuade his authority to come inside. He would not do worse through Whitleyism—and would better the conditions of the employees of those smaller authorities to whom a good example from another local authority is more stimulating and fruitful than all the arguments of staff side representatives.

Chief Officers Needed

3. In some branches it is customary for the chief officer to occupy a leading position on the branch executive, though in any application to, or dispute with, the local authority, he must take the authority's side. Is this desirable? Would it be better or worse for NALGO were chief officers to be excluded from participation in branch affairs, or from membership of the Association altogether?

MR. ALLEN.—We have had this chap before. The position is that, if a branch elects a chief officer to its executive committee, it is assumed that he is a first-class NALGO member first, and maybe an excellent chief officer to boot. If we have branches which do elect chief officers merely because of their position, it is high time they awoke to their danger. The fundamental requirement for any executive position in NALGO is that the heart is in it; it is a secondary consideration what official position the officer holds in his authority.

MR. SIMONDS.—After many years' experience I have no hesitation in saying that in the vast majority of cases it is very much in the interest of the members of the staff of a local authority that the chief officer should occupy a leading position in the local branch of NALGO. There may be exceptions but, generally speaking, where the chief officer is a keen member of NALGO the conditions of service of the staff are good. I see no reason why a chief officer cannot be a good member of NALGO and also carry out his duty to his authority as its chief officer and adviser, even when he has to advocate the views of the authority in a dispute with the staff. Surely it is not seriously suggested that in the event of such a dispute it would be better for the staff if the chief officer were not a good member of NALGO?

Anyway, heaven forbid that a chief officer, or any other officer, who wants to be a member of NALGO should be excluded from membership!

MR. METCALFE.—While I agree that no chief officer should be excluded from membership, I do consider it to be in the best interests of that officer and his branch that he should not be a member of the branch executive committee. It would be unfair to deny the chief officer the benefits of membership—and particularly of its legal protection. But, since the chief officer must, like Caesar's wife, be above suspicion, I feel that he should not be closely identified with the activities of the branch executive.

MR. NORTON.—I would be more emphatic and rate it as very undesirable that he should be on the executive. No chief officer can be wholly loyal to his council and to a branch executive committee on which he occupies a leading position. Nor is it fair to either—or to him—that he should be in the full confidence of both parties if a dispute arises.

The ideal rôle for the chief officer is that which many are wise enough to adopt . . . that of guide, counsellor, and friend to the branch officials so far—and only so far—as his strict duty to the council permits; ready at all times to interpret the council's attitude to the staff and to give advice if asked, where to do so is not a breach of faith with the council or a committee, but refraining from any active part in framing the policy and decisions of the staff organisation.

Where chief officers are broadminded enough to realise that this is the proper line to take, I welcome them as members, and their contribution to understanding and fair dealing between the council and staff can be invaluable to both; but where a chief officer regards it as within his province to use his official position to mould the policy of the branch in a way which suits his (or more often the council's) wishes, I for one would rather see him outside NALGO altogether.

MR. MILES.—If the term "chief officer" is restricted to the clerk to the council, then I agree that it is not generally desirable for him to occupy a leading position in the branch. I imagine that few men could hold the scales fairly, and there must be many occasions when executive members must feel that their case cannot be properly presented by such an official. I would also exclude the treasurer from at any rate the chairmanship of the executive committee.

If I were a clerk or treasurer I would hesitate long before accepting a responsible position on the branch executive. But I do not think that it would be wise to exclude chief officers from NALGO, and certainly not from branch affairs. Their counsels, as Norton pointed out, are most necessary and valuable, and to exclude them would rob NALGO of much prestige and influence in the eyes both of local councils and of Whitehall. After all, chief officers are only local boys who have made good, as it were, and so long as they are not asked to divide their loyalties, nothing but good can come of their membership.

MISS HOWIE.—I, too, think that, broadly speaking, it would be better for NALGO (and for the chief officer) if the latter did not hold office in the branch. The chief officer is, after all, only human, and as president of a branch must often be faced with conflicting loyalties. To be utterly unbiased on a particular domestic point must be almost impossible, and I think it is unwise to place him in such a false position.

"Staff Interests at Heart"

MR. HARROLD.—But surely it is all to the good that chief officers should have full contact with their own Association as well as with the members of the council? To do this they must be full members and participate in branch affairs. If a rule were passed excluding chief officers from membership, it would drive them definitely on to the wrong side of the fence from the NALGO point of view, and I can imagine nothing but disadvantage from such a course. In my experience, most branches have received great benefits from the interest and membership of their chief officers who have, most of them, been through the mill of the lower ranks of the service. A good chief officer is bound to have the true interests of the staff at heart. Moreover, any such exclusion would have disruptive, one might almost say volcanic, effects on NALGO itself.

MR. HARROD.—As a chief officer, I do not understand why "I must take the authority's side." When acting for NALGO I have never done so. Surely no branch will elect a chief officer to a leading position in the branch unless the members are confident in his loyalty to them and to NALGO. It would be disastrous if NALGO ceased to represent all officers and became an association merely of officers of junior status in the service. That would inevitably result in the chief officers forming their own association and weakening the strength of the local government service irretrievably. The history of the Association indubitably proves the value of having chief officers in its ranks.

"Hit-and-Run Raiders Attacked a South Coast Town"

In the absence of heavy raids, many of us may be in danger of falling into complacency. We may tend to feel that the problems of civil defence have been largely solved, and that the present organisation is adequate for whatever the enemy may have in store. But, as many coast towns know too well, the "hit-and-run" raider can still cause casualties and heavy damage, and has presented the defences with novel and difficult problems. In this article, a casualty officer in a south coast town describes a recent typical attack, shows how well the services responded, and indicates the lessons which have been learned and the new measures needed to meet this type of daylight "assault from the blue." We shall welcome the views and suggestions of other officers who have had similar experiences.

Rescue work in progress at the clinic.

AT eight minutes past eleven one bright but misty morning recently, life was normal in this South coast town. At the school clinic a few children were awaiting dental treatment, and in the maternity and child welfare centre in the same building a few patients were sitting ready for the opening of the ante-natal clinic. Also in the building, the day staff of the first-aid post were standing by on duty.

At twelve minutes past eleven the building was in ruins, the adjoining municipal market was badly damaged, a big block of flats was demolished, a church was partially destroyed, working-class houses in two other parts of the town were a heap of rubble, and scattered damage from blast, machine-gun bullets, and cannon-shells was spread over a wide area. We had had a typical "hit-and-run" raid.

A number of people were killed, others—one of whom died later—were taken to hospital, and more were slightly injured. The chief clerk of the clinic was killed at his desk, a school clinic clerk, a maternity and child welfare clerk, the orthopaedic nurse, and a school dentist were injured. As soon as the raid began, two girl clerks, Miss Simmonds, aged 21, and Miss Cheeseman, aged 17, ran from their office to help get the patients to shelter. Miss Simmonds was severely injured and for a time it was feared she had lost her sight. Both girls did their duty without thought of the risks. The orthopaedic nurse, Miss Goldsmith, was injured while protecting patients. The two women doctors worked untiringly among the injured, although one of them was in the building when it was hit. Altogether, the staff behaved splendidly.

Although the local first-aid post, housed in the building, had been put out of action, those who had been most seriously injured were being loaded on to the ambulances seven minutes after the bomb fell, and were in hospital within sixteen minutes of the incident. The civil defence controller had previously instructed depot superintendents to act without awaiting orders from Control where the need was obvious, and this instruction saved valuable time. One woman, whose leg was shattered, undoubtedly owes her life to the A.R.P. Staff Officer, Mr. Winder, who ran from his office to the scene and had applied a tourniquet six minutes after the bomb fell. In view of the destruction of the first-aid post, a mobile F.A.P. was ordered through Control, and this opened near the scene at 11.30, dealing with 32 casualties.

First-aid and rescue work at the other incidents was equally speedy and efficient—and its value is well illustrated by the fact that only one of the injured died after admission to hospital. Much help was given by troops in the neighbourhood, who were drafted in and worked under the direction of the civil defence authorities. The air-raid information service did its job well, and a Ministry of Information van which happened to be in the town visited the scene of each incident, directing the public to the information office and rest centre and making other announcements. In addition, bills were posted with similar information. One rest centre and a hostel were opened, and were able to cater adequately for those in distress.

The hit-and-run raid presents different problems from the large-scale blitz. While the latter may be compared with a pitched battle, with the Controller as General, marshalling and distributing his forces, throwing in reserves, and calling for reinforcements, the hit-and-run raid is a sudden foray, to deal with which speed and the ability to use individual initiative are essential. Had the depot superintendent waited for instructions from Control more lives would have been lost.

There is little warning of these raids. We, in common with some other towns, have a local warning system with observation posts at points of vantage, and it is no criticism to say that the public have come to rely on this local warning more than on the siren. Obviously, for such raids, it is a better method. Even with this, the enemy sometimes succeeds in his efforts to approach unheralded. When he does there is no time for most people to go to shelters; like soldiers on the battlefield, they must take cover wherever they are and as best they can. Citizens could help by throwing open their doors as soon as the local alarm sounds, or when action begins.

It may be mentioned here that the inhabitants of coast towns look on all low-flying aircraft with deep suspicion, and many have questioned the necessity for our own planes to cross the town just above roof-top level.

Speed is the essential factor in marshalling first-aid and rescue services. By contrast with the blitz, rescue operations are not usually conducted under fire, and the maximum effort can be exerted at once. Minutes mean lives, and with the organisation only partially extended the tempo can be speeded up. We have found that the best way to secure speed is to give limited discretionary powers to depot superintendents, coupled with intelligent use of the control centre organisation.

But the services are now working under a handicap. Repeated call-ups have reduced whole-time personnel, and those left are older people. Part-time volunteers make up the deficiency at night, but during the day they are not readily accessible and the burden falls on the depleted whole-time staff. In the coastal areas these deficiencies are felt keenly, and there seems to be a case for preferential treatment of these areas by the Minister of Labour.

For this reason the co-operation of the Forces was doubly welcome. They supplied energy, drive, enthusiasm—and numbers; but they must be carefully directed. In our case the arrangement worked admirably, and there are clearly great possibilities in co-operation between the civil and naval and military authorities in rescue work.

In after-raid work, shortage of staff is also felt. Generally speaking, the key men are still there, but their voluntary helpers have diminished in numbers and quality. This was felt particularly in the information office, where it was found difficult to secure sufficient staff. There is, moreover, a tendency for the various forms of assistance for the public to become complicated, while lack of staff makes it impossible to send a representative of each department involved to the information office, thus defeating the object of the scheme, which is to ameliorate the lot of the physically whole but mentally shocked population by bringing the services to them.

To sum up, the following conclusions may be drawn from our own recent experiences:

1. The hit-and-run raid calls for a localised observer-post and warning system; the siren cannot, in many cases, be operated in time.
2. Even with a local system, the time given to take cover may be only a matter of seconds; the public should be ready to use any available cover, going to official shelters only where these are immediately available, and householders should open their doors to the passer-by caught in the street.
3. To ensure the necessary speed of action, discretionary powers should be given to depot superintendents—although these powers must be used intelligently and Control kept immediately informed of any action taken.
4. The call-up has weakened the civil defence service, and part-time volunteers are of little assistance during day raids. To a certain extent this can be offset by securing the co-operation of military forces stationed in the neighbourhood.

These, however, are only the experiences of one South coast town, and it would be interesting to hear of the problems of other towns similarly placed, and their methods of meeting them.

Congratulations to . . .

Grimsby branch Amateur Dramatic Society, on winning the final of the Grimsby, Cleethorpes and rural district drama festival with what L. A. G. Strong, the adjudicator, described as a first-class production of "The Barretts of Wimpole Street," marked by good team-work, several outstanding characterisations, and a beautiful performance of the part of Elizabeth Barrett.

Nurse F. M. Jump, for thirty years secretary of the Rochester branch, whose recent retirement was marked by warm tributes and a presentation from her colleagues at a special general meeting.

AN URBAN DISTRICT GOES TO IT

HOW many local government officers even, let alone members of the public, have any clear idea of the number, extent, and quality of the war-time activities of local authorities? How many could list, offhand, the new tasks undertaken by their own authorities since 1939?

The question is prompted by the receipt of a review of the past year's work of Urmston urban district council, presented by the chairman, Dr. R. H. Tootill, to a meeting of the council last month. Though Urmston, which lies on the fringe of Manchester, is by no means one of the biggest of the urban districts—it has a population of about 35,000, and covers an area of 4,800 acres—its record, both of performance and of achievement, is impressive.

The council is now running four British Restaurants and during the year (although the last two were not opened until August and December respectively), supplied 287,000 meals, including 32,000 supplied in bulk for night service and for delivery by mobile canteen to civil defence, Home Guard, and other workers, and 72,000 supplied in bulk to schools. One of the restaurants, seating 400, maintains a 24-hour service from Monday to Friday, and all are being run at a profit.

The council has provided 900 war-time allotments, covering 55 acres (apart from more than 400 permanent plots) and in addition is itself cultivating 40 acres of former meadowland and has undertaken to plough private land on a hire basis. It has provided a communal greenhouse for allotment holders, who have installed their own heating apparatus, and has supplied them with many tons of sludge manure from its own sewage works. It works in closest collaboration with the local allotments associations.

So impressed was the Minister of Agriculture with the council's food production campaign that he sent it a personal letter of congratulation, suggesting for its use a variant of the national slogan: "Dig ON for Victory!"

It has maintained its civil defence services at the highest level of efficiency. Training of rescue squads has been kept up without a break five nights a week throughout the year, one of its casualty teams has reached the final of a county competition, a "training production committee" has been set up to co-ordinate training of all branches of the services and to organise exercises, which are held regularly, and it has introduced a monthly civil defence wall newspaper.

Urmston is one of the comparatively few urban districts which have made use of Section 29 of the Civil Defence Act, 1939, to make loans enabling owners of private houses to provide their own permanent air raid shelters. It was also one of the first urban districts in the North West to establish a post-raid information and administrative centre. Here, after any future blitz, will be concentrated not only all the council departments concerned with first-aid repairs, rehousing, billeting, salvage of furniture, etc., but also officers of the public assistance committee, Assistance Board, Ministry of Pensions, and so on. Last September, the centre was thoroughly tested in an exercise, officially observed by the Ministry of Health, when the staff interviewed more than 70 "inquirers" who brought individual problems prepared beforehand in secret by a production officer.

More than 1,150 children have been immunised against diphtheria during the year, bringing the total now protected to two-thirds of all children in the district.

The council collected over 1,200 tons of salvage in twelve months, including 480 tons of paper and 410 tons of kitchen waste, and has raised £4,000 by the sale of this material.

In addition to billeting many hundreds of war workers and members of the women's forces, the council has bought, adapted, and furnished a most successful club for the use of women war workers. This club—believed to be the first of its kind to be provided by a local authority—is run by a committee working under the auspices of the Ministry of Labour and the National Association of Girls' Clubs. Though started primarily for women, men war workers are now admitted to membership.

WHAT DID *YOU* DO IN THE WAR?

This article describes the war-time work and achievements of a single, small, local authority. There must be many more, bigger—and smaller—than Urmston, which have achieved similar triumphs. One may have an excellent information bureau, another a model system of communal catering, a third the perfect billeting scheme. Has *your* authority some outstanding achievement to its credit? Has it solved a common problem in a particularly skilful way? Has it developed a new service, devised a novel technique, met a hitherto unsatisfied need, of which your colleagues in other areas would like to hear? If so, send an account of its achievement to "Local Government Service." We shall publish every account of an outstanding achievement or useful idea likely to be of general interest, and shall pay for every account published.

Three day nurseries, accommodating 80 children, have been opened, and two more—one residential—are planned, all staffed by trained nurses and qualified assistants and administered by a voluntary committee composed of members of the council and outside bodies.

During last summer, the council organised an elaborate "Holidays at Home" campaign, including concerts, indoor and outdoor dances, fun fair, circus, fêtes, lectures, games and sports.

Relations with local voluntary organisations are particularly happy. The W.V.S. have provided 35 voluntary billeting officers; the Citizen's Advice Bureau has undertaken responsibility for a post-raid searcher service; the housewives' committee conducts canvasses to determine the demand for more nurseries; the sustained salvage drive is operated by a large corps of voluntary stewards; and the shopkeepers' organisation has prepared a mutual aid scheme for salvage and rehabilitation of business which has been officially recommended as a model for other districts.

The council has made its contribution to the war effort in other directions too; for example, of its staff of 56 in 1939, 21 are now serving in the Forces.

This is a record of which any local authority, large or small, may well be proud—and one which goes far to justify the claim that whatever the job, local government can do it, and do it well. As Dr. Tootill rightly said, in prefacing his report: "Local Government in wartime has its compensations as well as its trials, for there is much that is infinitely worth while. British Restaurants, day nurseries, food production, salvage, workers' recreational clubs—these are things that represent communal activity at its best. Created and developed to meet the needs of a nation at war, they will not lightly be set aside by a people at peace."

How has it all been done? The recipe is simple—"team work." Listen again to Dr. Tootill:

"I wish to pay tribute to the team spirit which appears to animate the servants of the council in the pursuit of their daily task. In a staff which necessarily and unfortunately suffers many losses in these changing times, the loyalty and sincerity of its members is an asset of incalculable value to the inhabitants of this district.

"No one who is not in intimate contact with the working of this authority can fully appreciate the value of the lead from our senior officials and the encouragement which is given to that *esprit de corps* which pervades the whole of our staff and workpeople. The happy combination of stability and initiative which characterises the administration has not been without its influence on the advancement of this already progressive district."

A MESSAGE FROM THE COWSHED

By Land Girl 96058

I WAS a member of N A L G O—a town hall employee with fairly long experience and practice in typewriting, shorthand, telephone exchange board, duplicating, filing, and so on.

Now I am a cow-hand, and I like it. I work harder, physically, than ever I did before, and I feel fitter than ever.

I didn't see any connection between my present and former careers until the other day, when two members of N A L G O visited my cowshed. They were a vet. and a sanitary inspector on some routine duty.

What surprised me, upset the previous ideas I had held, was the cordial relationship between these two and my master. They were not looked on as snoopers, but as jolly good fellows whose brains could be picked.

"Why shouldn't I use these fellows for the good of my animals?" the farmer argued. "They visit other places and they can pass on to me the good things they see elsewhere."

Then it dawned on me. Of course! These visitors were representing the Medical Officer of Health. They were coming to see me and my surroundings, to make sure the public gets clean milk.

The public *does* get clean milk—from my farm.

It takes me nearly an hour to milk five cows, and in that hour I wash my hands six times. No scented toilet soap, but an effective disinfectant.

I am valet to sixteen cows and a bull. I groom them, I spray them, and I give them partial ablutions. Thus I have learned that each has an individuality. They are not just cows or cattle—they're Minnie, Gert, Daisy, and so on.

They are worse than naughty children for the messes they make. Children can be trained. Part of my job is to see that their surroundings are not likely to be a source of milk contamination.

It is a strange sensation, but not unpleasant to put my fingers in a calf's mouth to teach it to feed. I would not change it, in wartime, for tapping a typewriter in a dim town hall.

Vessels like the cooler, churns, pails, must be given several washings, hot and cold, with and without a disinfectant solution.

Not least of my cares is feeding. It is not such a simple job as I used to think, especially when the animals are indoors during the winter. A definite weight of fodder made of various ingredients must be prepared and served; and the best milkers get the best meals.

My farmer keeps a record of milk-yield from each cow. That means that the milkmaid—I—must keep the records. And if Gert or Daisy is down a quart, perhaps a change of diet might fetch her up again.

The vet. comes along at regular intervals and is on call in case of emergency. And all the time the farmer is vigilant to maintain a high standard of sanitation, not only for the sake of clean milk, but to secure adequate cost returns.

Actually, then, my new job is closely related to my old one in a municipal building. I am now, as I was then, helping to foster the welfare of the community.

Conference Agenda Amendments

WITH the receipt of amendments to the annual report and to notices of motion, the agenda for N A L G O's annual conference, to be held at the Memorial Hall, Farringdon Street, London, E.C.4, on June 12 and 14, is now complete.

The amendments are published below, together with the notices of motion to which they refer (notices of motion to which no amendment has been submitted have not been repeated, since all were published in last month's journal). The agenda, however, is still subject to consolidation and co-ordination. Copies of the final agenda will be sent to delegates on May 28.

9. Eligibility for Membership.

Notice of Motion by the Metropolitan district committee.

That any person coming within Rule 4 of the Association, whose application for membership is refused by the branch, the branch secretary shall immediately call that person's attention specifically to the Association's Rule 55 (a).

Amendment by the Metropolitan district committee.

Delete the first "That" and substitute the words "In the case of"

10. Temporary Officers—Voting.

Notice of Motion by the Whitley and Monkseaton branch.

This branch views with increasing seriousness the possible effects consequent upon the absorption into N A L G O of large numbers of temporary local government officers, and the following motion is submitted for consideration by the N.E.C. :

"This branch recommends that the rights of the temporary officer member of N A L G O to vote on matters of N A L G O policy or of any permanent policy of this Association in which the temporary officer member has no permanent interest (as, for example, local government reorganisation or reconstruction, etc.) should be reviewed. In the opinion of this branch, the right to vote of the temporary officer member should be restricted to matters of a purely local or temporary nature, in order to best serve the interests of the permanent local government officer."

Amendment by the Camberwell branch.

Delete the word "branch" from the first line of the recommendation and substitute the word "Conference"; insert after the word "effects" in the second line the words "upon N A L G O policy"; and delete all words after "officers" in the fourth line and substitute "and requests the National Executive Council to reconsider the whole question of the admission of temporary officers to membership."

Amendment by the Finchley and district branch.

(a) After the words "matters of a" in line 14 delete "purely."

(b) Delete the words after "nature" and substitute : "and the N.E.C. be requested to consider the formation of a separate section for temporary officer members with limited voting powers and provide for a special rate of subscription."

11. Affiliation to the Trades Union Congress.

Notice of Motion by the East Midland district committee.

That this Conference instructs the National Executive Council to take all necessary steps to carry into effect the wishes of the majority of members voting in the ballot to determine the question of affiliation to the Trades Union Congress.

Amendment by the North Western and North Wales district committee.

That the result of the ballot be received and notified to all district committees and branches with an instruction for them to consider and submit their observations thereon to the National Executive Council not later than December 31, 1943.

Amendment by the West Midland district committee.

After the word "Congress" add "provided that such majority of members voting is the majority of all members of the Association."

Amendment by the Croydon branch.

After the words "Trades Union Congress" add "provided that the total number of votes recorded in favour of affiliation exceeds half of the total membership and at least two-thirds of those members who were entitled to be issued with the special ballot paper for members on war service recorded their votes."

12. *Notice of Motion by the Southall branch.*

That in the event of the ballot which is being taken on the question of affiliation to the Trades Union Congress showing a majority of members to be in favour of such affiliation, the National Executive Council be directed to take early steps to implement this decision.

Amendment by the West Midland district committee.

Delete the word "members" in line 3 and substitute "all the members of the Association."

Amendment by the Croydon branch.

Insert after the words "in favour of such affiliation" —" and provided that the total number of votes recorded in favour of affiliation exceeds half of the total membership and at least two-thirds of those members who were entitled to be issued with the special ballot paper for members on War Service recorded their votes."

Amendment by the Doncaster and district branch.

Insert the words "two-thirds" between "a" and "majority" on the third line.

13. *Notice of Motion by the Halifax branch.*

That if the ballot of the members of the Association results in a majority vote for affiliation to the Trades Union Congress, this Conference instructs the National Executive Council to take all necessary steps to carry such affiliation into effect.

Amendment by the West Midland district committee.

Delete the words "vote for" in line 2 and substitute "of all of the members of the Association being in favour of."

Amendment by the Croydon branch.

Insert after the words "Trades Union Congress"— "and provided that the total number of votes recorded in favour of affiliation exceeds half of the total membership and at least two-thirds of those members who were entitled to be issued with the special ballot paper for members on War Service recorded their votes."

Amendment by the Doncaster and district branch.

Insert the words "two-thirds" between "a" and "majority" on the second line.

ASSOCIATION'S DEBT TO MR. HILL

Testimonial Fund Opened

The following letter has been sent to all branch secretaries by Mr. F. H. Harrod, chairman of the National Executive Council:

Most branch secretaries will be aware that Mr. L. Hill, general secretary of the Association for many years, has left for Jamaica, at the invitation of the Colonial Office, to report and advise on local government reform in the Colony.

Mr. Hill intimated his intention of retiring on superannuation on the 31st May, 1943, but in response to the urgent request of the Colonial Office, the National Executive Council granted leave of absence to Mr. Hill from the date of his departure for Jamaica to the 31st May, 1943, in order to enable him to begin his new task at the earliest possible moment.

It is felt by the National Executive Council that every member of the Association will experience a keen sense of personal loss that the time has come when their first General Secretary, after a long and brilliant period of loyal and unremitting service to the cause of local government efficiency in this country, feels he must lay down the reins of office and they will wish to mark the occasion by some tangible expression of the debt that all local government officers owe to Mr. Hill.

Your Council has, therefore, decided to invite all branches and members to contribute towards a "L. Hill Testimonial Fund" to perpetuate in the Association the memory of one to whose work and devotion the growth and successful development of our great Association is largely due.

Contributions should be sent to the Acting General Secretary, N A L G O Centre, Croyde, Braunton, N. Devon, before May 31, 1943, and your Council is confident that the response will be worthy of Mr. Hill and the Association.

I shall be grateful if you will bring this letter, at an early date, to the notice of your branch and your individual members and arrange to send your contributions as soon as possible. After the closing date, Mr. Hill will be asked to indicate in what way he would like the proceeds of the Fund to be applied to provide a perpetual tribute to his work and a token of our appreciation.

It is hoped that every member will contribute to this Fund, and thus make it worthy alike of a great General Secretary and of the Association in whose building he played so outstanding a part.

Annual Report of the National Executive Council.

Para. 85, Reconstruction Committee.

Amendment by the West Lancashire branch.

That this Conference, while appreciating that certain changes in some of the present local authority areas, particularly small urbans and boroughs, is desirable, does not consider that the "all purpose authority" would increase the efficiency of local government, in view of the fact that all grades of authorities have carried out their duties, including special war duties, with commendable efficiency. It is suggested that the following recommendations should be adopted :—

1. Small urbans, boroughs, and rural councils to be abolished where desirable, either by amalgamation or other means, in accordance with the machinery already existing under the Local Government Acts, with a proviso that a boundary commission, or some other independent body, carry out the duties hitherto carried out by the county council in the alteration of boundaries.

2. The designations urban and rural district to be abolished and such areas to be known in future as county districts.

3. To avoid overlapping of duties, all matters at present carried out partly by the county councils and partly by the district councils be wholly entrusted to the district councils.

4. The county councils to retain control of all matters requiring regional administration within their district, the county districts having absolute control over all local matters.

5. County councils to consist of members nominated by and from the county district councils, and all county councillors to be required to serve on an equal number of county standing committees.

15. Report of the Reconstruction Committee.

Notice of Motion by the South West Gloucestershire branch.

1. That this Conference, while recognising that the recommendations of the N A L G O Reconstruction Committee may be worthy of application to thickly populated industrial areas, holds the opinion that the proposals affecting areas which are wholly or mainly rural are impracticable.

2. That the National Executive Council be instructed to appoint a special committee, composed mainly of members of the Association with special knowledge of local government in county districts predominantly rural in character, to consider further the recommendations affecting such areas and report.

3. That the findings of such special committee be published in like manner to the interim report.

Amendment by the South Western district committee.

(1) The South Western District Committee, having considered the Report of the Reconstruction Committee, does not agree with the report in its entirety; and (2) is of opinion that there is room for some measure of reform in the present system of local government and that H.M. Government should be recommended to appoint a Commission to consider the question in all its aspects and report.

Amendment by the Coulsdon and Purley branch.

That this Conference regrets the action taken by the National Executive Council in publishing the findings of the majority of the Reconstruction Committee without reference to Conference, and with a view to rectifying the position instructs the National Executive Council to proceed forthwith with the preparation of a supplementary report based upon the views of the branches.

Amendment by the Devonshire branch.

That this Conference recognises that there exists some uneasiness regarding the proposals of the N A L G O Reconstruction Committee so far as they relate to rural areas, and recommends

(i) that in the course of its further deliberations, the Reconstruction Committee should give particular attention to this problem ; and

(ii) that, for this purpose, at least two members of the Association with special knowledge of local government in rural areas should be added to the Reconstruction Committee.

16. *Notice of Motion by the West Lancashire branch.*

That the action of the National Executive Council in publishing the interim report of the Reconstruction Committee without taking sufficient steps to ensure that the Press and public would appreciate that the report is not the considered opinion of the Association, but merely the view of a few individual members, is against the best interests of N A L G O and will have a harmful effect on the value of the Association in a very large number of areas, and that the National Executive Council now be instructed to give the widest possible publicity on this point.

Amendment by the Torquay branch.

1. That this Conference welcomes the Interim Report of the Reconstruction Committee and accepts the recommendations as a basis for the future policy of the Association if invited to submit evidence on the reform of local government to any competent body set up by His Majesty's Government.

2. That this Conference authorises the N.E.C. to consider any further reports of the Committee and to take such action as they may consider necessary to promote the formulation of the policy of the Association.

17. *Notice of Motion by the West Lancashire branch.*

That in the opinion of this Conference no report of a similar nature to that recently published by the Reconstruction Committee should be handed to the public until after consideration by the branches and proper adoption by the Association itself.

Amendment by the Leicestershire branch.

Delete the words "and proper adoption by the Association itself."

18. Beveridge Report.

Notice of Motion by the National Executive Council.

That this Conference welcomes the plan for social security recommended in the Beveridge Report, but is strongly of the opinion that the plan would be administered more efficiently and economically through local security departments of local authorities.

Amendment by the Glasgow branch.

Delete all words after the word "Report" in line 2.

19. *Notice of Motion by the Scottish district committee.*

That this Conference welcomes the Beveridge Report in its main essentials as a sincere effort to establish the social welfare of the people, but that in urging the Government to adopt and carry out its general principles at the earliest possible moment, requests that adequate provision be made for the protection of all local government officers affected by its proposals.

Amendment by the Croydon branch.

After the words "in its main essentials" add "including the setting up of a Ministry of Social Security for this purpose."

Amendment by the Devonshire branch.

Delete the words "protection of all" and substitute therefor "transfer to the Ministry of Social Security of all existing."

Amendment by the Halifax and district branch.

Add "and providing for their employment in any newly constituted service."

20. *Notice of Motion by the Glasgow branch.*

That this Association welcomes the Beveridge Report as being a step forward in the social services of this country and urges the Government to implement the proposals of the report immediately.

21. *Notice of Motion by the Kent County Officers' branch.*

That this Conference, representing over 120,000 local government officers, supports the plan for social security embodied in the Beveridge Report.

22. *Notice of Motion by the Fulham branch.*

That this Association welcomes the principles of the Beveridge Report; affirms its willingness to do everything possible to ensure their successful application; and urges the Government to introduce legislation as soon as possible to implement them.

Amendments by the Croydon branch.

Add to each notice of motion (20-22 inclusive) the words: "including the setting up of a Ministry of Social Security for this purpose."

29. Recruitment, Status, and Conditions of Employment of Local Government Staffs.

Notice of Motion by the Metropolitan district committee and the Southwark branch.

That, having regard to the character of the duties placed upon local authorities and their officers, and having in mind the development and reorganization of the social services likely to take place when peace is restored, this Conference is of opinion that it is essential in the public interests that the local government service should be reconstituted so as to ensure that the methods of recruitment, status, and conditions governing employment in such service are up to the standard envisaged by the recommendations of the Hadow Report.

That the National Executive Council be requested to take whatever steps are possible to implement the foregoing.

Amendment by the Stepney branch.

That the implementation of the proposal of the foregoing notice of motion, in so far as the recruitment of junior clerical officers into local government service only is concerned, be withheld pending a more equitable educational system being introduced into the country.

30. Acceptance of Articled Pupils.

Notice of Motion by the Manchester branch.

That this Conference instructs the National Executive Council to urge all associations of local authorities to discourage the practice of accepting as articled pupils persons who are not members of the local government service.

Amendment by the South Eastern district committee.

That the motion of the Manchester branch be referred to the National Executive Council with instructions further to consider the whole subject of articled pupils in the local government service and report thereon.

Amendment by the South Wales and Monmouthshire district committee.

That this Conference instructs the National Executive Council to urge all associations of local authorities to give preference to officers already in the local government service when accepting articled pupils.

Amendment by the Abertillery branch.

That this Conference instructs the National Executive Council to urge all associations of local authorities to encourage the practice of awarding free articles of pupilage to professional vocations as a result of open examination in lieu of the system prevailing in many areas of private pupilage to chief officials.

Amendment by the Berkshire branch.

That this Conference directs the National Executive Council (1) to urge all associations of local authorities to encourage their chief professional officers to accept articled pupils and (2) to negotiate arrangements with professional organisations for the establishment of suitable scholarship schemes whereby members of the local government service may be articled and acquire professional qualifications.

ANNUAL MEETINGS OF ANCILLARIES

Notice is hereby given that the Annual General Meetings of the Nalgo Provident Society, the Nalgo Building Society, and the Nalgo Approved Society will be held at the Caxton Hall, Westminster, London, S.W.1, on Sunday, June 13, 1943. Times and agendas for the meetings are:

9.30 a.m. NALGO PROVIDENT SOCIETY (Reg. No. 1105—Devon).

1. To confirm the minutes of the last meeting.
2. Election of Committee of Management.
3. Financial Statement and Balance Sheet.
4. Annual Report.
5. Appointment of Auditors.
6. Election of Treasurer.
7. Election of an Arbitrator.
8. Alterations of Rules.
   (*a*) 42.—*Emergency Rule.*—To consider the continuance of 42.—Emergency Rule which was registered under the Friendly Societies Act, 1896, on January 2, 1941.
   (*b*) At the end of Rule 24 insert new Rule 24A.—"24a.—*Correspondents*: The Committee of Management shall have power to appoint and remove correspondents and shall also have power to make regulations relating to their remuneration out of the funds of the Society."
9. Hospital and Nursing Home Scheme (Table III).—To consider the following notice of motion:—
   "That the Committee of Management of the Provident Society be instructed to amend Rule 15 (5) dealing with benefits to allow the cost of vaccines and serums applied or prescribed by a Medical Practitioner as a benefit payable under the Hospital and Nursing Home Scheme."
10. Appointment of Secretary.
11. Other business, if any.

3.45 p.m.—NALGO BUILDING SOCIETY (No. 804B—London).

1. To confirm the minutes of the Annual General Meeting held on May 25, 1942.
2. Correspondence (if any).
3. Election of the Committee of Management.
4. Appointment of Treasurer and Secretary.
Note: Rule 71 provides that the Treasurer and Secretary shall be the Treasurer and General Secretary of NALGO for the time being.
5. Appointment of Auditors.
Note: Rule 95 provides that the Auditors shall be the Auditors of the NALGO for the time being.
6. Financial Statement and Balance Sheet.
7. Annual Report of the Committee of Management.
   To confirm the action of the Committee of Management in paying interest at the rate of 2½ per cent. free of Income Tax on Share Capital in respect of the Financial Year ended December 31, 1942.
8. Alteration of Rule.—*Notice of Motion submitted by the Committee of Management.*
   Rule 101—Agents.—Delete the whole of this rule and substitute the following therefor: "Rule 101. The Committee of Management shall have power to appoint and remove correspondents and shall also have power to make regulations relating to their remuneration out of the funds of the Society."
9. Other Business (if any).

5.15 p.m.—NALGO APPROVED SOCIETY (No. 312).

1. To confirm the Minutes of the last Meeting.
2. Appointment of Secretary and Deputy Secretary.
3. Election of President.
4. Election of Committee of Management.
5. Ministry of Health Auditors' Financial Statement, 1941.
6. Annual Report of Committee of Management.
7. Other business (if any).

NALGO, Croyde, Braunton, N. Devon.

JOHN SIMONDS
Acting Secretary.

Amendment by the Stretford branch.

Add the words "and to discourage the acceptance of premium pupils in any circumstance."

31. Equality of Opportunity for Men and Women.

Notice of Motion by the Metropolitan district committee.

This Conference urges the National Executive Council to implement the Association's declared policy of equality of opportunity for women in the service by working for the removal of the marriage bar imposed by some authorities in all areas where such bar operates.

Amendment by the Bradford branch.

Add the words: "and to make appropriate representations to local authorities who advertise vacancies open to either sex with a lower salary for a female appointment."

32. Equal Cost-of-Living Bonus for Men and Women.

Notice of Motion by the Edinburgh branch.

That this Association approves of the principle of equal cost-of-living bonus to male and female officers and uses every endeavour to have this principle adopted.

Amendment by the Rotherham and district branch.

Add the words: "together with the principle of a flat rate bonus in respect of all salaries, with increase in such bonus according to the number of dependants of each male and female officer."

33. Pensions for Dependants of Members of H.M. Forces.

Notice of Motion by the Metropolitan district committee.

That this Conference is of opinion that pensions should be granted to the dependants of all members of H.M. Forces who die whilst serving, whether death is caused by wounds or illness, and that the National Executive Council be requested to urge H.M. Government to introduce legislation to ensure that pensions are payable to dependants in the cases mentioned, and also to cover all men and women invalided out of the services.

Amendment by the Metropolitan district committee.

Insert the word "adequate" before the word "pensions" in the first and sixth lines.

Amendment by the Bethnal Green branch.

Delete the word "serving" in line 3 and substitute the words "in H.M. Forces."

Delete the word "or" in line 4, insert a comma, and add, "or accident," after the word "illness."

Insert "adequate" after the word "that" in line 6.

Amendment by the Croydon branch.

Insert "or accident, whether on duty or on leave of whatever duration," after the word "illness."

Amendment by the Wandsworth branch.

Amend the motion to read: "That this Conference is of opinion that adequate pensions should be granted to all members of H.M. Forces or the dependants of all members of H.M. Forces who are disabled or die whilst serving, whether disablement or death is caused by wounds or illness, and that the National Executive Council be requested to urge H.M. Government to introduce legislation to ensure that pensions are payable to members of H.M. Forces or to their dependents in the cases mentioned, and also to cover all men and women invalided out of the services."

34. Superannuation.

Notice of Motion by the Metropolitan district committee and the Acton branch

1. That the National Executive Council be asked to report on the desirability of endeavouring to secure the amendment of the Local Government Superannuation Act, 1937, in order:

(i) to give an officer or servant the option of retiring on pension at age 60 years provided he has then completed a minimum of 30 years' service;

(ii) to give an officer or servant the option of retiring on pension at any time after completing 40 years' service;

(iii) to introduce such other changes as may appear reasonable.

2. That in considering desirable amendments to the Local Government Superannuation Act, 1937, the attention of the National Executive Council be especially drawn to the Teachers' Superannuation Act, 1925, some of the provisions of which might with advantage to the officer be embodied in local government superannuation legislation.

Amendment by the Southern district committee.

Delete all words after the word "years" in line two of section (i) only of the notice of motion.

Amendment by the Doncaster and district branch.

Insert a new sub-paragraph between sub-paragraphs (ii) and (iii) as follows:

(iia) to confer on local authorities the option of requiring an officer or servant to retire on pension after such officer or servant has attained the age and/or completed the periods of service set out in sub-paragraphs (i) and (ii).

Amendment by the Halifax and district branch.

Delete 1 (i) and (ii) and substitute the following:

(i) to give an officer or servant the option of retiring on pension at age 60 irrespective of years of service;

(ii) to give an officer or servant the option of retiring on pension at age 55 provided he has completed 30 years' service;

(iii) to give an officer or servant the option of retiring on pension at any age after completing 35 years' service.

Add 3. That officers who at the date of the coming into force of the Local Government Superannuation Act, 1937, were in the employ of those authorities who did not adopt the Local Government and Other Officers Superannuation Act, 1922, have their rate of contribution reduced from 6 per cent to 5 per cent.

Amendment by the Leicestershire branch.

Insert the word "maximum" before the word "pension" in sub-paragraph (ii).

The little things . . .

Malta, Little Island
that would not yield to savage might.
Immortal symbol of all little things
which, having faith and courage
and endurance, shall prevail against the dark
destroying powers.
Little squadrons—how little once—
that charged into big formations
and scattered them.
Little ships that fought through
tempest of flame and sea to bring supplies.
Little homes shattered; humble folk
carrying on in Malta . . .
as in Britain . . . Island to Island . . .
calling . . . 'Carry on.'

* * * *

This war is being fought for the rights of little things—the sacred right of little folk to live their lives unmolested by big gangsters. It is being won by millions of little sacrifices, little efforts—and millions doing their 'bit.' Our duty is to make our 'bit' bigger—which means, here and now, work harder and SAVE MORE.

. . . . Wings for Victory

Issued by the National Savings Committee

(Continued from page 364)

is flavoured so much with that issued by the Association of Municipal Corporations, and that the " independent committee " is not so independent, after all.

The personnel of this " independent committee " appears to be so effectively one-sided and biased as to make it incompetent to discuss or consider matters which are just as important to county, urban, and rural authorities as to municipal corporations.

It is agreed a committee is necessary to give full consideration to the reform of local government structure, but it should be *thoroughly representative*, and no report should be published until the Council is in a position to make an official statement of NALGO policy.

Ramsbottom. ALBERT PLUNKETT.

The names, qualifications, and official positions of members of the Reconstruction Committee were published at length in LOCAL GOVERNMENT SERVICE *for November*, 1941. *We recall no complaints then that it was " one-sided and biased " and " incompetent to discuss " the problems submitted to it.*

R.D.C.s NOT ALL PERFECT

" Relics of Feudalism "

MAY I protest against Mr. Neville Hobson's special pleading on behalf of the " millenial " rural district councils ? Some may be the acme of democratic local government but, speaking from a pretty wide experience, that is not the case in this county. Those with which I have come into contact appear almost a relic of feudal times, with the parson, squire, and other petty local bigwigs acting as little fuehrers, with the result that many a village has appalling conditions for children, lacking proper playing fields and schools, and seriously short of equipment and many things that an enlightened country should consider essential.

During the evacuation at the beginning of the war my own and other perfectly healthy youngsters were decanted from decent homes into overcrowded country slums in East Kent, while many of the big houses and vicarages, with staff and space, took none of them. I am prepared to give names of villages where this was done, where there was no place for the children to play, and no arrangements for school dinners. These things happened in the " generous " country.

What makes me feel so strongly about this was that, when France fell, our unfortunate children were re-evacuated to derelict mining villages in the Rhondda Valley, where conditions were almost as bad—with the result that one of my three boys was reduced to a shadow of his former robust self, and contracted T.B., as did other children.

Many parents, whose children suffered in this way when they tried to carry out the Government's wishes, feel very bitter when they are told about the shocking condition of evacuees and how wonderful the country was for them. The reverse side of the picture should be shown and given attention, so that it also may be rectified.

Gillingham, Kent. REGISTRAR.

NALGO SUBSCRIPTIONS

The Case For Increase

" LINT, " in his letter in the March journal, has missed the point, which is that a salary can be increased through NALGO's efforts from anywhere between £120 and £260 p.a.—that is, a range of £140—without being subject to an increased NALGO subscription. This is the critical stage of a young officer's career and much depends on whether he progresses rapidly after reaching, say, 21 years of age.

The article " Building a Stronger NALGO," in the same issue of the journal, made it quite clear that the Association could have an even better organisation than it has at present if the members were prepared to pay for it, and I agree with the editor that members are likely to get better salaries if they make NALGO stronger by giving it the income to engage sufficient competent organising staff.

Flixton. " LANGIS."

HOSPITAL CONTROL

Doctors Not Administrators

VOLUNTARY hospitals, while possibly ready to accept some Government control and regionalised co-ordination of hospital services, will never agree to their absorption into the local government health services as now administered. Before advocating local government control of all hospitals, therefore, we should first put our own house in order.

How many public health departments, for instance, are overloaded with assistant medical officers of health engaged in purely administrative duties that could be performed far better by non-medical men ? The indecision and inconsistency of medical administration is notorious, and to have trained doctors engaged in such duties is a waste of medical man-power, of which there is such a shortage today.

As our public health services improve and expand, medical officers of health should be able to draw on the advice and experience of fellow medical men—but not by establishing a race of " medical bureaucrats " at the expense of the number of medical practitioners.

This state of affairs also exists, possibly to a greater degree, in our municipal hospitals, where the senior medical officer or medical superintendent is tied to his office desk, dealing, at the expense of his clinical and medical work, with matters of hospital administration which could be carried out far more expeditiously and efficiently by an officer with administrative training and no medical degrees.

The function of the doctor—for which he receives a long and expensive training—is to treat the sick and injured, not to calculate how many cabbages will grow in an acre of ground, to assess the flow of steam through pipes, or to delve into hospital accounts.

The remedy, to my mind, is to appoint at each hospital a qualified and experienced officer responsible for the whole of the administration, other than the treatment and nursing of the sick and the supervision of the medical, nursing, and possibly domestic staff.

Similarly, in central administration, the administrative functions of the public health department should be carried out by a department with which it is closely linked, such as the social welfare department, or by an establishment and administrative section the principal officer of which would be responsible to the public health committee for the whole of the administration.

Until we have a public health service in which the medical staff is able to devote the whole of its time and training to the treatment and prevention of disease, leaving administration to trained administrators, we shall never get the maximum service possible from either doctors or laymen, whatever the type of control.

LAY ADMINISTRATOR.

WOMEN'S DEMANDS

Who Made Them Slaves ?

OUR gentlemen have ruled the world so far. Therefore, the fact that mothers " slave and sacrifice themselves without pay and without holidays, " according to Mr. F. E. Knight, must be the result of management by his noble and considerate sex. Had the despised " spinsters " been allowed a say, mothers would probably have had a square deal.

Why make feline statements about singl women when present rules and customs forbi " spinsters " asking gentlemen to marry an support them for life ? When married as wel as single women are allowed by the ruling se to support themselves, equality even in th matter of proposals may be achieved.

Besides, were all women to marry, who woul look after the aged parents and send money t aid their existence and who would buy clothe and toys for, and subscribe towards the educa tion of, the children of brothers and sisters ?

ONE OF THEM.

Equal Rights Not Wanted

YOUR women correspondents who clai sex equality do not get the support the desire from their fellow workers, simply becaus the majority of us do *not* claim and do *no* wish for equal rights. In every woman's hea is the hope of love and marriage which is an will always remain woman's noblest calling i spite of the minority who apparently can fin in this no attraction. This minority prefe to be at cross purposes with their men co leagues by fighting for an equality which doe not exist. Woman excels in one sphere, ma in another.

ONE OF THE WEAKER SEX.

This correspondence has drifted far from it starting-point—the claims of women loca government officers—and must, therefore, no cease.

COMBATING V.D.

Cure Certain—if Completed

The object of my letter in the March journa was to arouse the interest of NALG members in combating venereal diseases Mr. Howden, in criticising my statement tha a certain cure for syphilis has been known sinc 1910, has not assisted that object.

The " certain cure " for syphilis to which referred is 606, discovered by Ehrlich in 190 and released for general medical use in 191 Admittedly, long periods of trial and erro were necessary before its value could be deter mined, and there were cases treated by it whic later showed the disease. They proved merel that the treatment had been inadequate The cure was there, but it had been insufficientl applied.

Since about 1920, 606 has been largely re placed by the safer and more easily administere 914. This, too, had to undergo its trial perio but the minimum amount of treatment neces sary to effect a cure was established severa years ago at an international conference o V.D. specialists. There are, of course, othe treatments.

If Mr. Howden worked in a clinic instead o a laboratory, he would know how difficul it is to get adequate records of treatment o old cases. I have had to deal with many suc cases, but I have yet to see a person who, hav ing completed treatment and undergone satis factory tests of cure, has had a recurrence o V.D. without having been reinfected.

As to " the other sequelæ which onl show themselves years after the supposed cure," it is obvious, surely, that if treatment i delayed or abandoned before the cure i complete, irremediable damage will be don which will show itself sooner or later. That however, does not invalidate my point that, i either syphilis or gonorrhoea is treated in it early stages, damage can almost immediatel be checked, and a permanent cure effecte without adverse sequelæ.

In other words, the fire of disease can be pu out, but lost or damaged spare parts canno be renewed ; it is therefore up to the individua to get the fire under control before seriou damage is done. Mr. Howden would, appar ently, prefer to let the fire take its course with consequent risk of spread, because he ha seen a few houses gutted !

38, Queen Street, H. THOMAS
Grimsby. V.D. Orderly.

NALGO ROLL OF HONOUR

tary

KILLED OR DIED ON SERVICE

ratt, S/A E., stationery dept., Manchester (H.M.S. alatea).
ilkes, Sgt. A/G L., electricity dept., Manchester.
rris, Sgt. W/O A/G L., electricity dept., Manchester.
kson, Sgt. N. H., R.A.F., gas dept., Manchester.
ane, L. A/C F. J. C., R.A.F., engineer's dept., addington.
gham, Ord. Tel. A. E., electricity dept., Manchester (H.M.S. Furious).
ox, Sgt.-Pilot G. W., 20, R.A.F.V.R., clerk's dept., outh Shields (in air action in Middle East).
chele, L/Cpl. V. E., 19, engineer's dept., Malden and Coombe (in North Africa).
gent, L/Sgt. J. J., electricity dept., Manchester.
ven, Tpr., J. L., R.T.R., surveyor's dept., Durham C.C.
rkins, Sgt. L. G., 21, R.A.F., treasurer's dept., methwick.
ith, Sgt.-Pilot N., R.A.F., electricity dept., Glasgow.
atson, Sgt.-Pilot J. E., 20, O.T.U., public assistance lept., Darlington.

MISSING

ll, P/O J. M., health dept., Esher (believed killed).
blin, Sgt. N. J., D.F.M., electricity dept., Manchester (see Awards).
amerton, R. S., waterworks dept., Manchester (in Malaya).
arris, Sgt.-Pilot F., electricity dept., Manchester (in Tunisia).
eywood, P/O R. A., R.A.F., treasurer's dept., Wallasey (in Middle East).
odson, Sgt. A/G L. J., gas dept., Manchester.
olland, P/O F., electricity dept., Manchester (from flight over Germany).
nnings, Capt. J. J., 26, R.T.R., treasurer's dept., Liverpool.
lly, Sgt. J. B., R.A.F., clerk's dept., Crook and Willington U.D.C. (from flight over Germany).
den, Sub-Lt. R., Fleet Air Arm, treasurer's dept., Liverpool.
ddmore, Sgt. Obs. A. E., clerk's dept., Manchester.
anners, Sgt.-Obs. F. W., 20, R.A.F., library asst., Durham C.C. (from raid on Essen).
otter, Sgt. A/G W. H., 30, R.A.F., engineer's dept., South Shields (from flight over Germany).
aywell, Sgt.-Pilot F., electricity dept., Manchester (in Tunisia).

PRISONERS OF WAR

Arnot, Sgt.-Obs. A., R.A.F., public assistance dept., Kirkcaldy (in Italy).
yles, W. A. R., licences dept., Northampton C.C. (in Japanese hands).
ane, Lce-Bdr. J., R.A., A.A., treasurer's dept., Enfield (in Borneo).

*Hague, D., R.E., small holdings dept., Norfolk C.C.
Hughes, F., gas dept., Manchester
Ireland, Sgt. H. S., R.A., A.A., clerk's dept., Enfield (in Borneo).
Lee, Sgt. D., surveyor's dept., Durham C.C
*Lowe, Sgt. G., R.E., P.A. dept., Norfolk C.C. (in Far East).
McHugh, Sgt.-Nav. R., R.A.F., 20, treasurer's dept., South Shields (in Germany).
Money, P/O K. P. C., R.A.F., asst. surveyor, Abingdon.
Ogden, Sig. J., social welfare dept., Manchester.
Paterson, A/C 1 L. D. B., electricity dept., Manchester (in Borneo).
Rosworth, Capt. T. I., Croix de Guerre, R.E., sanitary inspector, Blackpool (in North Africa).
Simister, Pte. A., town hall supt.'s dept., Manchester.
Smyth, 2nd Lt. A. L., libraries' dept., Manchester.

*Previously reported missing.

Civilians

KILLED

Burley, J. B., gas dept., Manchester.
Carswell, Miss O. M., electricity dept., Manchester.

Military

AWARDS TO MEMBERS

GEORGE CROSS

Parish, Sgt.-Obs. G. L., R.A.F., borough librarian, Lytham St. Annes. Sgt. Parish, as recorded in the December Roll of Honour, was killed in the Anglo-Egyptian Sudan last year, but the posthumous award of the G.C. "for gallantry of the highest order," was announced only last month. An aircraft on delivery flight to the Middle East, in which he was flying as navigator, struck a building on a Sudanese airfield and burst into flames. Though he could have escaped himself through the astro-hatch, Sgt. Parish went to the aid of a passenger whose legs had been broken and carried him eight yards through the flames to the rear gun turret, where he was overcome. When the bodies were found, leaning against the turret, the passenger's arm was over Sgt. Parish's shoulder.

DISTINGUISHED FLYING MEDAL

Wilis, Flt.-Sgt. F. T. B., R.A.F., Dagenham. Official citation states: "During his operational career this airman has displayed a constant desire to engage the enemy whenever possible. He has always been a most reliable member of air crew, and, despite several very harassing experiences, his keenness and enthusiasm are undaunted. He has made himself proficient in all phases of his duties and set a fine example to all in the squadron."
Walker, Sgt.-Pilot J. B., waterworks dept., Manchester.
Giblin, Sgt. N. J., electricity dept., Manchester.
Briggs, Sgt. E. W. H., treasurer's dept., Manchester.

Obituary

Mr. M. O. McAULIFFE and Mr. A. R. FEARNLEY

WE regret to record the deaths of two prominent members of NALGO:

Mr. M. O. McAuliffe, formerly chief education officer at Bristol.

Mr. McAuliffe resigned in 1941, owing to ill health, after 49 years' service under the Bristol education committee. An enthusiastic member of NALGO, he was secretary and chairman of the Bristol branch for a long period, and was for many years a member of the N.E.C. and the South Western district committee.

He became a barrister at law in 1928, and in 1940, in recognition of his services to education, was made an honorary M.A. of Bristol university.

Mr. A. R. Fearnley, transport manager at Sheffield for 33 years, a past president of the Municipal Passenger Transport Association, and for 15 years its treasurer. Mr. Fearnley was a member of the NALGO Reconstruction Committee and took a prominent part in its work, attending almost every meeting. He died suddenly at his home, Kentish Lane, North Mimms, Herts., on March 28, aged 71.

Hospitality for Warriors

Whitley and Monkseaton branch is the latest addition to the list of branches offering hospitality to members in the Forces, who should get in touch with the secretary, F. A. LYNDON, at the council offices (Phone 567-8-9). A branch library, where newspapers may be seen, is available for the use of serving members.

The following changes are made to the list (which last appeared in the March Journal.)

Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street. (CEN 1240).

Smethwick.—Miss M. EDWARDS, town clerk's office, Council House.

OURNEMOUTH *Phone: Boscombe 539* **CHILTERNS** Westby Road, Boscombe.
OMFORTABLE, HOMELY, SOCIABLE, AND IDEALLY TUATED. HOT & COLD WATER IN ALL BEDROOMS. ERMS 2½ to 3 GNS. (MRS. B. M. JACKSON)

OREST OF DEAN, SEVERN-WYE VALLEYS.—**Littledean Guest House, Littledean, Glos.** Beautifully situated, 600 ft. altitude. Eighty rooms; 2 acres. Billiards, dancing, lawn games, organised ntertainments. Board Res., 3½ gns. per week.

'AIGNTON.—"**SOUTH SANDS,**" **Alta Vista Road.** Comfortable private hotel in sunny sheltered osition overlooking Goodrington Bay. Ideal place for a hange and restful holiday. Terms June to September rom 3 gns.

NETHWAY Private Hotel, **FALKLAND ROAD, TORQUAY**
DEAL SITUATION SEA VIEWS. HOT & COLD WATER N EVERY BEDROOM. **TERMS 3 GNS. to 4 GNS.**
MRS. C. A. WILLIAMS
(Son a "Nalgaite," Torquay Branch).

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SCOTTISH NOTES

New Sick Pay Scheme & Bonus for over-£500s

THE Scottish Whitley Council has approved a new basic sick pay scheme and recommended it for adoption by all local authorities in Scotland. It provides for payment during sickness on the following scale :

Length of Service	Full pay for	Half pay for
1—5 years	1 month	1 month
5—10 years	2 months	2 months
10—15 years	3 months	3 months
Over 15 years	4 months	4 months

Previous service with any local authority may be reckoned. N.H.I. benefits are to be deducted.

Officers with less than one year's continuous service should receive no pay during sickness ; provided that no deduction shall be made from the pay of any such employee off duty with the approval of the head of the department for not more than three days.

On the expiry of the period of half-pay, the appropriate committee may extend the period of absence from duty without pay, or take such other action as it considers appropriate. Should an employee's absence be due to his own misconduct, payment of sick pay may be suspended or curtailed.

An important clause, for the inclusion of which N A L G O fought strenuously, provides that the scheme shall not affect the better conditions already obtained from some local authorities. Apart from these, the scheme should substantially improve conditions in many parts of Scotland.

Bonus for over-£500s

The Whitley Council has confirmed the recommendation that a bonus of £24 p.a. shall be granted to officers with salaries over £500. It is to take effect from the beginning of the first pay period in the financial year 1943-1944.

District Committee Active

When the district committee met in Glasgow on April 10 (writes Mr. J. M. Anderson, its secretary) it was demonstrated that the recently appointed sub-committees had not wasted any time. The propaganda sub-committee has launched a membership recruiting campaign (of which more below) ; the women's committee is planning a meeting of women representatives from each district committee ; and the education committee sought and obtained powers to initiate a new education-cum-public relations drive.

The divisional secretary, who acts as staff side secretary of the Whitley council, gave an admirable first report on the substantial progress made recently. The chairman, Mr. R. Adams, warmly welcomed Mr. Procktor to Scotland.

When the conference agenda came up for consideration, it was evident that members had not had sufficient time to study it. More time should be given to so important a matter, and members are entitled to longer notice. Could not the agenda be issued at an earlier date ? However, the committee did, in final refutation of an ancient libel, vote in favour of the Metropolitan district's motion for increased subscriptions, as very slightly modified by a Glasgow amendment.

An attempt by Edinburgh representatives to have the divisional office moved to the capital of Scotland was rejected, and the office —after a vain attempt to find more suitable premises—is to remain in Glasgow, though, it is hoped, redecorated.

Recruiting Campaign

The campaign to recruit more members in Scotland, mentioned above, has been launched by the despatch to every branch of an appeal signed by Mr. Adams, chairman of the district committee, Mr. T. Spence, convener of the propaganda sub-committee, and Mr. Anderson, the secretary. This states that recent inquiries have shown a big difference between actual and potential membership in Scotland, calls for a special effort to bring both permanent and temporary officers into the Association, offers the assistance of the district committee in supplying speakers and propaganda literature, urges branches to appoint propaganda sub-committees, and invites them to seek the aid of the divisional secretary.

This appeal is already bearing fruit, and a number of branches are preparing local recruiting campaigns. A special Scottish edition of the propaganda leaflet, "All About N A L G O," is to be printed, and supplies will shortly be obtainable from the divisional office.

Nurses' Salaries Committee

The second report (which embodies the findings of the interim report) of the Scottish Nurses' Salaries Committee, under the chairmanship of Prof. T. M. Taylor, has been submitted to the Secretary of State. Agreement was reached between the two panels on the salaries and conditions of all grades of nurses in all types of hospitals (except mental hospitals) ; of midwives (institutional and domiciliary), health visitors, school nurses, tuberculosis domiciliary nurses, and district nurses.

In view of criticism of the differences between the Scottish committee's recommendations and those of the Rushcliffe committee, it should be pointed out that the second report contains the following proviso : " The salaries and emoluments agreed to are based on present conditions. In the event of any change in these, the salaries and emoluments should be re-considered, *and we are of opinion that some permanent body should be established to keep these matters under review and make any adjustments that may be required.*"

The committee has been asked by the Secretary of State to extend its terms of reference to include assistant nurses employed in hospitals.

Recruitment and Distribution of Nurses

Sister M. W. S. McDonald, Ruchill Hospital, Glasgow, and Nurse J. L. Campbell, Kingston Day Nursery, Glasgow, have been nominated as N A L G O's representatives on the proposed local advisory committee for Scotland.

New Solicitor for Scotland

Scottish members will welcome the appointment of Mr. Robert McGill, county clerk of Moray and Nairn, as the Association's honorary solicitor for Scotland, in succession to the late Mr. G. S. Fraser, town clerk of Aberdeen. Mr. McGill was formerly depute town clerk of Dundee, where he is remembered for his keen interest in the Association's work.

News from the Branches

Glasgow town council has agreed to revise the salaries of temporary staff employed in the billeting charges section of the education department, following an application made by N A L G O and an interview with the conditions of service committee attended by the acting divisional secretary.

The acting divisional secretary has appeared before the appropriate committee to apply for the revision of the salaries paid to the drawing office staff of the **Edinburgh** electricity department.

Ardrossan town council has granted an application for payment of the appropriate J.I.C. scale to the assistant sanitary inspector.

Lanarkshire county council has granted an application for increase of the subsistence allowance payable to members of the staff out on official duties.

AROUND THE DISTRICT COMMITTEES

North Western and North Wales

A WARNING of difficult and stirring times ahead for the local government service was delivered by Mr. J. Simonds, acting general secretary of N A L G O, when he addressed a meeting of the **North Western and North Wales** district committee at Manchester on April 10. Within the next few years, he believed, major bills would be introduced into Parliament dealing with local government reform and reconstruction, education, the areas and functions of local authorities, and similar matters.

Mr. Simonds also referred to N A L G O's great victory in the " Bolton case "—a victory which had enabled the Association to have any dispute with a local authority over the remuneration or service conditions of its members referred to the National Arbitration Tribunal and had shown local authorities that they could not lightly cross swords with N A L G O on any legal issue. The position of the service was likely to be still further strengthened by the reconstitution of the National Whitley Council which, in its new form, would have much greater influence and authority, especially among local authorities.

South Wales

DISPUTES with certain urban districts in South Wales which are not making up war service pay are to be taken to the National Arbitration Tribunal, it was reported at a meeting of the **South Wales** district committee on April 10. Recently two authorities have adopted schemes for making up service pay and four more are about to do so.

It was also reported that Monmouth C.C. had extended working hours to 42 a week, with a scale of overtime payments regarded by the branch as satisfactory ; that Glamorgan C.C. had referred the question to the joint advisory committee ; and that Cardiganshire C.C., where an unsatisfactory scheme was unilaterally adopted, had held a special meeting to consider the divisional officer's letter requesting reconsideration of its decision, failing which a dispute would be reported. It has since been learned that at this meeting the scheme was cancelled and the subject referred to a committee for consideration and report.

When the annual report and conference agenda were considered, the district committee endorsed a Swansea amendment to the Manchester motion designed to restrict the acceptance of articled pupils to members of the local government service. In view of the committee's acceptance of the principle of a single national scale of salaries, a Pontypridd proposal seeking to secure adjustments of the three salary scales of the South Wales provincial council was defeated.

The honorary treasurer reported that a cheque for £125 15s. (towards which Glamorgan branch gave 50 guineas) had been sent to Mrs. Churchill's "Aid to Russia" Fund. It is hoped that an appeal for the "Aid to China" Fund will be as successful.

After the meeting, members warmly welcomed Mr. Neil J. Peters, first secretary of the district committee when it was formed in 1910. Mr. Peters, who was water engineer at Cardiff, retired some years ago and went to live in South Africa. He recently returned to this country. Though the district committee was much bigger than in his day, he commented, it was gratifying to find that it had lost none of the keenness of the pioneer days.

Eastern

BEFORE the meeting of the **Eastern** district committee at Colchester on March 20 a presentation was made to Mr. Walter Spencer, hon. secretary of the Benevolent and Orphan sub-committee, on his retirement from district activities, after an unbroken service of 23 years.

The Norfolk B. & O. Cup was presented to the Colchester branch, which had attained an average subscription of 4s. 11d.

The Mayor of Colchester, who entertained the members to tea, revealed in a talk to delegates surprising knowledge of N A L G O's activities—a position which speaks well for the co-operation between the local branch and the corporation.

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SALARIES AND SERVICE CONDITIONS

NORTH-EASTERN

Jarrow B. and **West Hartlepool C.B.** have adopted the North-Eastern provincial council salary scales in full, and have regraded their staffs.

Spennymoor U.D. and **West Hartlepool C.B.** have joined the provincial council, bringing the total membership to 44.

YORKSHIRE

Shipley U.D. has adopted Grades A, B1, B2 and C of the Whitley council's scales of salaries (men officers) and the staff have been graded accordingly, with effect from April 1, 1943.

Spenborough U.D., following discussions through the local joint committee, has agreed to the final increment in Grade B2 being added to the existing scales of salaries, which are now strictly in accordance with the Whitley council's recommendations.

NORTH-WESTERN AND NORTH WALES

Blackburn R.D. and **Chorley R.D.** have become constituent members of the Lancashire and Cheshire provincial council.

Caernarvon C.C., **Ruthin B.**, and **Ruthin R.D.** have become constituent members of the North Wales provincial council.

Westmorland C.C. has adopted the salary scales of the Lancashire and Cheshire provincial council, from April 1, 1943.

Whitehaven B. has adopted a model grading scheme submitted by the Lancashire and Cheshire provincial council, from March 1, 1943.

Two salary applications at **Wigan**—one in respect of an assistant matron of an institution and the other in respect of the chief clerk, streets department—have been successful.

The Lancashire and Cheshire provincial council has submitted model grading schemes to **Crewe B.**, **Hyde B.**, **Penrith U.D.**, and **Formby U.D.**

The appeals committee of the Lancashire and Cheshire provincial council met in Manchester on April 5, to consider grading appeals from **Ashton-under-Lyne**, **Congleton**, **Oldham**, **Stalybridge**, and the **Stalybridge**, **Hyde**, **Mossley**, and **Dukinfield Transport and Electricity Board.** Of the eight cases, six were successful, one was deferred and one was lost. All the appellants were represented by Mr. A. Procktor, acting divisional secretary for Scotland.

SOUTH WALES AND MONMOUTHSHIRE

Maesteg U.D. has adjusted its salary scale to conform to Scale I of the S. Wales Provincial Council. This scale has now been adopted by **Mynyddislwyn U.D.**, **Ogmore and Garw U.D.**, **Penybont R.D.** and the **Mid-Glamorgan Water Board.** **Risca U.D.** has graded the remainder of the staff on the scale, and **Abercarn U.D.** has adopted the first two grades giving automatic progression to age 25.

The divisional officer has appeared before **Pontypool U.D.** on the adoption of the scale, and **Mountain Ash U.D.** on grievances arising from the grading report secured from the provincial council. **Brecon C.C.** has referred the adoption of Scale I to the recently established joint advisory committee.

At a recent meeting of the disputes committee of the provincial council, the desired grading was secured for the single case in question under **Pontypridd U.D.** Cases at **Aberdare U.D.** have been referred to the joint secretaries for consideration.

BACK NUMBERS OF "L.G.S." WANTED

Indices for "Local Government Service" for the years 1937-1941 have been prepared and are now available from headquarters. Several branches, anxious to complete their sets, have asked for back numbers, particularly for the years before 1938, but all stocks are exhausted. Will any member who has copies of the journal for any month up to December, 1938, which he does not wish to keep, please send them to NALGO, Croyde, Braunton, N. Devon ?

SOUTH WESTERN

Bath C.B. has decided to become a constituent member of the South Western provincial council.

Wadebridge R.D. has adopted the South Western provincial council's scales.

Cost of Living 1 point down

The Ministry of Labour cost-of-living index fell one point last month to 198, representing an increase of 27.7 per cent since the outbreak of war.

Unsolicited Testimonial

It is from R. H. Boyd, of Burwood, Apperley Bridge, and it appeared in the "Yorkshire Observer" on April 16 :

Sir,—Mr. Tack deserves high praise for his spirited opposition to NALGO tyranny.

That these Nalgos are rapidly becoming a public nuisance will, however, come as no surprise to anyone who has ever read their official journal. The whole theme of this querulous periodical is one of concentrated selfishness and calculated to give its readers a greatly exaggerated idea of their own importance.

The general easy-going, gullible public has been no match against the constant NALGO propaganda for more pay and less work, and it is only when, like any other spoiled and pampered child, it begins to over-reach itself that people realise what they have allowed to grow.

NALGO ADDRESSES

To avoid delay members are asked to address correspondence as follows :

Relating to ***education, Approved Society, Building Society, Provident Society, Logomia, thrift and colours section, printing and stationery for all sections, supply of "Local Government Service," and organisation department records*** *to :*

The Acting General Secretary, NALGO Centre, Croyde, Braunton, North Devon. Telephone and Telegrams : Croyde 212.

Relating to ***Public Relations, "Local Government Service" (editorial), and Roll of Honour,*** *to* **the Public Relations Officer, 27, Abingdon Street, London, S.W.1 (WHitehall 9351).**

Relating to ***"Local Government Service" advertisements*** *to* **A. Darby's Advertising Agency,** Cobham House, 24, Black Friars Lane, London, E.C.4.

Relating to the ***Benevolent and Orphan Fund*** *(other than remittances, which should be sent to Headquarters at Croyde Bay) to* **27, Abingdon Street, London, S.W.1 (WHitehall 9351).**

On all other subjects *to the appropriate district office :*

SOUTHERN REGION

Regional Officer (and Metropolitan District) : **T. M Kershaw,** 27, Abingdon Street, London, S.W.1 (WHitehall 9351).

Divisional Officer (E. and S.E. districts) : **F. Thomas,** 54, New Street, Chelmsford (Chelmsford 4347).

Divisional Officer (S. and S.W. districts) : **N. M. Woodcock,** 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES

Regional Officer (and E. and W. Midland districts) : **J. E. N. Davis,** 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Divisional Officer (S. Wales and Mon. districts) : **A. H. Geary,** 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN AND NORTH WALES

National Whitley Officer and Divisional Secretary : **Haden Corser,** 2, Mount Street, Manchester 2 (Blackfriars 7668).

YORKSHIRE

Divisional Secretary : **W. Cecil Wood,** 12, East Parade, Leeds (Leeds 24861).

NORTH-EASTERN

Acting Divisional Secretary : **W. J. Upton,** Milburn House (A), Dean Street, Newcastle-upon-Tyne 1 (Newcastle 24900).

SCOTTISH

Acting Divisional Secretary : **A. Procktor,** 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

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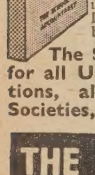

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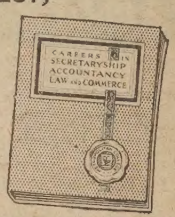

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